Attaché Briefing on DADT

8 February 2011

G-1, Human Resources Policy Directorate

Purpose

To provide an overview to Attachés on the process to prepare for the repeal of the Don’t Ask, Don’t Tell Law.

Agenda

- Background
- Engaging the Force
- Legislative Action
- Way Ahead
- Discussion

Background

- **Historical Precedents in the American Military:**
  - Racial Integration - 1948 into the 1950's
  - Full Gender Integration – 1970's
    - In both cases, opposition in officer and NCO leadership cadres was pronounced

- **In 1993, Congress conducted 12 hearings on the issue of homosexuality in the military, and made this key finding:**

> *"The presence in the armed forces of persons who demonstrate a propensity or intent to engage in homosexual acts would create an unacceptable risk to the high standards of morale, good order and discipline, and unit cohesion that are the essence of military capability."*

- **As a result, Congress enacted 10 U.S.C. § 654, which states that Service Members may be separated by identifying themselves as homosexual by act, statement, or marriage.**

Background

In March 2010, the SecDef established and directed the Comprehensive Review Working Group (CRWG) to:

- Assess and consider the impacts to military readiness, military effectiveness, unit cohesion, recruiting, retention, and family readiness of a repeal of “Don’t Ask, Don’t Tell”;
- Determine and recommend actions for how best to manage any such impacts during implementation;
- Recommend appropriate changes to UCMJ, existing policies and regulations
- Recommend leadership, guidance, and training on standards of conduct and new policies
- Recommend appropriate monitoring of workforce climate and

Systematic engagement of the force across age, rank, and warfare community

Engaging the Force

Supporting Soldiers, Civilians & Families – Active, Guard, Reserve and Retired

Type	DOD Total	Army sub-total
Information Exchange Forum	95 meetings, 51 sites	AC: 26 Meetings: 10 sites RC: 8 Meetings; 3 sites
DOD Online Inbox (open 4 months, 22 Apr-20Aug)	72,384 comments	20,474 comments
Army Online Inbox (open 1 month, 2-30 Sep)	N/A	17,790 Soldier comments 438 Spouse comments
Service Member Survey	115,052 Response Rate= 28%	Total Army response=30,433 Respondents / Resp. Rate AC 11,488 19% ARNG 10,311 22% USAR 8,634 25% Response rates consistent with Army's recent norms
Spouse Survey	44,266 Response Rate=29%	Respondents / Resp. Rate 14,916 27%
Confidential Communications	2,691 dialogues; 291 gay/lesbian/bisexual dialogues	

Largest-ever engagement of the force on a personnel policy issue

Legislative Action

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- **December 18, 2010 – the US Senate pass legislation repealing Don't Ask, Don't Tell**

- **December 22, 2010 – President Obama signs the legislation into law**

- **The repeal does not take affect immediately – rather - *60 days after* the**

  Chairman of the Joint Chiefs of Staff, The Secretary of Defense, and then
  The President of the United States, "certify in writing" that:

  - They have considered the recommendations contained in the report and the report's proposed plan of action.

  - The Department of Defense has prepared the necessary policies and regulations to exercise the discretion provided by the amendments

  - That the implementation is consistent with the standards of military readiness, military effectiveness, unit cohesion, and recruiting and retention of the Armed Forces.

Way Ahead

- Prepare updated policies and training – end of February
- Begin training the Force – March
- Certification – mid-summer
- Training completed – end of summer
- Effective date of repeal – 60 days after Certification

Discussion

Back-Up

Implementation - CSA Guiding Principles

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1. Leadership Matters Most
2. Standards of Conduct Apply to Everyone Regardless of Sexual Orientation
3. Treat Each Other with Dignity and Respect
4. Application of our Rules and Policies Must be Sexual Orientation Neutral
5. Emphasize our Role as Professional Soldiers
6. Maximize Existing Education and Training Opportunities
7. There Is No Expectation To Change Religious or Moral Views
8. Good Order And Discipline Will Be Maintained At All Times
9. Chaplains have both the right to serve and conduct religious services according to their faith and their duty to perform or provide religious support
10. Keep it simple

Implementation - CSA Top 10 Things to Know

Supporting Soldiers, Civilians & Families – Active, Guard, Reserve and Retired

1. Sexual orientation will continue to be a personal and private matter
2. All Soldiers will be held to the same standard of conduct
3. Commanders may not establish practices that physically segregate Soldiers according to sexual orientation
4. There will be no changes regarding any Soldier's free exercise of religious beliefs, nor are there any changes to policies concerning the Chaplain Corps and its duties
5. There are no changes to eligibility standards for military benefits
6. Sexual orientation will not be placed alongside race, color, religion, sex and national origin as a class under the Military Equal Opportunity (MEO) Program
   If you have billeting, privacy, or latrine issues, see your chain of command
7. All Soldiers will continue to be eligible for world-wide assignment without consideration of sexual orientation
8. There are no changes to existing medical policies
9. There will be no new policy to allow for release from service commitments
10. Commanders will not request, collect, or maintain information about the sexual orientation of Soldiers

Implementation - Training and Education

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3 "Tiers" or Levels of Training -

- **Tier One (Expert Level) –** Audience is Officers/Soldiers/Civilians responsible for administration or policy implementation
  - Initial: Cover specific functional information.
  - Sustain: Integrate into appropriate Professional Military/Civilian Education and Functional Training
- **Tier Two (Leader Level) –** Audience is Officers/Soldiers/Civilians in leadership positions
  - Initial: Commanders' Talking Points, Frequently Asked Questions and Vignettes
  - Sustain: Integrate into appropriate Professional Military/Civilian Education, Pre-Command and Executive Level Courses
- **Tier Three (Soldier Level) –** Audience is entire force.
  - Initial: CSA Guiding Principles/Top 10 Things You Need To Know
  - Sustain: Integrate into existing an program and appropriate Institutional Training

- Commanders verify units ready to execute implementation through chain of command to Army G-3/5/7

Implementation - Chain Teach Execution

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"Chain Teaching" is from the Top on down

- Leaders will ensure each direct subordinate understand the policy change
- From the very top down to every Soldier
- CSA initiates Tier 2 Chain Teach Feb at Four Star Conference
- Core Cadre (DCS G-1/TIG/TJAG/Chaplains) initiates Tier 1 Chain Teach by VTC to educate their counterparts one command level down
- Implement Tier 1/2 education o/a 1 Mar
  - Sufficient Tier 1 personnel are educated before starting Tier 2 education
  - Sufficient Tier 2 personnel are educated before starting Tier 3 education
  - Conduct Tier 1/2/3 assessments of selected AC/RC units
- Commanders/Supervisors synchronize and execute for their units/organizations